

Russell Postlethwaite

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Profile

A passionate, adaptable and proactive educational psychologist with 10 years experience working in main grade, senior and leadership roles in local authorities. Russell is an adept and skilled communicator, with the ability to develop and implement change at a strategic level. Further, he firmly believes in the application of psychology to bring about positive change; is able to work effectively in engaging with and motivating key partners and teams whilst adhering to and maintaining high ethical and moral standards of practice which are routed in social justice, inclusion and the promotion of equality.

Particular areas of expertise

Russell has designed, developed and delivered training in the following areas: the understanding and management of challenging behaviour; attachment; autism; attention deficit hyperactivity disorder; conflict resolution; person centred practices; emotional literacy and emotional awareness.

Education

September 2005 – August 2006	MSc (Professional Training) Educational Psychology, University of Nottingham
September 2002 – July 2003	PGCE (Primary), Oxford Brookes University
September 2000 – August 2001	MSc Sports and Exercise Psychology, University of Liverpool
September 1995 – June 1999	BSc (Hons) 2:1, Psychology, Stirling University

Experience

Futures in Mind – bespoke psychological services

Director and Founder September 2017 – present

Hackney Learning Trust

Joint Principal Educational Psychologist December 2016 – November 2017

- Responsibility for the overall (joint) leadership, management and direction of the Educational Psychology Service, including management of risk and performance ensuring that all statutory and performance requirements are met.

- Contribution to the re-design of the service, in line with the overall direction of the Hackney Learning Trust.
- Responsibility for preparation of the Educational Psychology Service with respect to the Special Educational Needs Local Area inspection.
- Hold joint responsibility for staff covering aspects such as recruitment and retention; training; inductions; absence management; succession planning; grievance/discipline/capability etc....
- Management responsibility for a number of senior educational psychologists, including the provision of supervision and appraisal ensuring adherence to both Hackney Learning Trust guidelines and HCPC competency framework for practicing educational psychologists.

Lincolnshire County Council

Senior Educational Psychologist August 2016 – December 2016

- Management responsibility for an identified number of educational psychologists, including the provision of supervision and appraisal ensuring adherence to both Lincolnshire County Council guidelines and HCPC competency framework for practicing educational psychologists.
- Responsibility for the operational management of the educational psychology team, covering the co-ordination and development of those aspects and functions which promote effective ways of meeting children and young people's educational needs. Tasks within this might include embedding and adhering to quality assurance practices; use of data to drive strategic developments, for example, identifying gaps in training; ensuring appropriate continuous professional development opportunities are afforded to staff which align with the overall direction of the team and local authority; regular monitoring of data against key performance indicators.
- To provide, in liaison with other service members, a direct consultation service to an identified number of schools, parents and other professionals: this covers the 0-25 year age range and includes providing and meeting any statutory responsibilities under the Special Educational Needs and Disabilities (SEND) Code of Practice, 0-25 years (2015).
- Currently supporting the development of a new model of working practice across the Educational Psychology Team, which is being introduced to provide a responsive and flexible service matched to the varied and increasing duties and responsibilities of the Educational Psychology Team.

Lincolnshire County Council

Team Manager and Principal Educational Psychologist September 2014 – July 2016

- Responsibility for the overall leadership, management and direction of the Educational Psychology Team, including management of risk and performance ensuring that all statutory and performance requirements were met. Example of work undertaken whilst in this role include the development of three year strategic plan which identified clear aims and objectives for the Educational Psychology Team and which were embedded as part of the overall direction of Children's Services. Further,

a new model of working practice was developed and introduced in response to changing and increasing demands that were a consequence of the new SEND legislation.

- A strategic lead was taken in identifying gaps in provision at a county wide level and commissioning and developing support to meet the needs of children, young people and their families. Examples of such work include the introduction of packages of support for foster carers (to prevent placement breakdown); introducing a recognized intervention to support social, emotional and mental health (FRIENDS for Life and Emotional Literacy Support Assistants - ELSA); and supporting the development of a programme for families who have child/young person with autism.
- To lead, manage and monitor the delivery of locality based Children's Services, in a given geographical area to children, young people (0-25) and their families. In this, there was accountability for the direction, delivery and performance of the team (comprising staff from a number of disciplines), including the assessment, provision, management of risk and ensuring the delivery of the services' statutory responsibilities in compliance with performance indicators and targets. From a SEND perspective work within this role ensured that the team was able to meet their statutory responsibilities 95% of time and also reduce the number of tribunal and mediations.
- Held overall responsibility for staff covering aspects such as recruitment and retention; training; inductions; absence management; succession planning; grievance/discipline/capability etc....
- Responsible for the management and control of a delegated budget, and where appropriate developed opportunities to generate income (for example, trading certain aspects of training across the local authority; provision of service to another council).
- Made significant contributions with respect to ensuring that the local authority was compliant with and adhered to its statutory responsibilities following the Children and Families Act (2014) and SEND Code of Practice (2015). Examples include development of clear framework for decision making with respect to the Education, Health and Care Plan process and introducing and embedding person centred practices.

Lincolnshire County Council

Senior Educational Psychologist, September 2008 – September 2014

- In addition to the above, I also undertook a number of key functions whilst in this role.
 - Support for the local authority to help review its processes with regards to undertaking statutory assessments and introduced a new, more robust framework for carrying out this statutory responsibility.
 - Supported the Educational Psychology Team in terms of re-defining its overall performance objectives so that they were more closely aligned to those of the local authority.
 - Introduced and established a research group within the Educational Psychology Team which aimed to develop and evaluate evidence based approaches that supported the learning and development of children and young people.
 - Held responsibility for the introduction of the Inclusion Development Programme - autism strand across the county and subsequently led a

multidisciplinary group in the development of a framework (Autism Inclusion Mark) which supported schools in understanding and introducing autism friendly practice.

- Played an integral role in the introduction and evaluation of a parent focused autism programme which aimed to promote positive mental health in young people with autism (Healthy Minds).

Lincolnshire County Council

Educational Psychologist September 2006 – September 2008

- Educational psychology (EP) input for young people aged 0-19 years across a number of designated schools.
- Participation as an educational psychologist in the statutory functions of the LA, including the completion of psychological advice and support at special educational needs tribunals, as required.
- Consultancy and advice to parents and staff involved with working to enhance the positive outcomes for children and young people 0-19 years.
- Provision, in close consultation with EP colleagues, of training for parents and families, teachers and other professionals across a range of areas, including but not exclusively, autism; behaviour; attachment; learning and development; Attention Deficit Hyperactivity Disorder, etc...
- Research and evaluation undertaken on behalf of Children's Services leading to better outcomes for children and young people. Examples include undertaking a paired reading research project across 4 primary schools which lead to improved reading ability and confidence of those who took part.

Memberships

- Health and Care Professions Council (HCPC) Registered Practitioner Psychologist.
- Association of Educational Psychologists (AEP)